



TABLES GRI 2016–2017

About this report

This report have been prepared in accordance with the GRI G4 Sustainability Reporting Guidelines.

Based on our analysis, the level of disclosure in this report complies with the GRI G4 Core requirements. The information provided in the report was prepared based on the current internal procedures for data collection and analysis.

The information about the Company's financial results is based on consolidated IFRS reporting for the 12 months ended 31 December 2017, unless stated otherwise.

Information about LA, HR and EN indicators is only presented for the Company's main production sites. These are: Apatit, Kirovsk branch of Apatit, Balakovo Branch of Apatit and Metachem.

A professional audit to provide external confirmation with regards to the GRI G4 indicators disclosed in this report has not been conducted. However, the Company recognises the importance of conducting a professional external confirmation in order to increase the level of trust in its non-financial reporting, and plans to conduct such reviews in the future.

For any questions regarding the data and information contained in this document, please use the contact information provided on page 197 of the Integrated Report.

IN ACCORDANCE WITH GRI GUIDELINES FOR GRI 4 REPORTING

■ Fully reported

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)
Strategy and analysis			
G4-1	■	Statement from the most senior decision-maker of the organization.	The Company's Integrated Report 2017, pages 21-24.
G4-2	■	Description of key impacts, risks, and opportunities.	The Company's Integrated Report 2017, pages 115-122.
Organizational profile			
G4-3	■	Name of the organization.	Public Joint Stock Company «PhosAgro».
G4-4	■	Primary brands, products, and/or services.	<ul style="list-style-type: none"> • Phosphate rock • Nepheline concentrate • Monoammonium phosphate or MAP • Diammonium phosphate or DAP • NPK • NPS • PKS • APP • Urea (prilled and granulated) • Ammonium nitrate or AN • NP • Monocalcium phosphate or MCP • STPP • Sulphate of potash or SOP
G4-5	■	Location of organization's headquarters.	119333, Moscow, Leninsky prospekt, d. 55/1, str. 1.
G4-6	■	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	PhosAgro sells its products in over 100 countries. See also the Company's Integrated Report 2017, pages 09–10.
G4-7	■	Nature of ownership and legal form.	The Company's Integrated Report 2017, page 153.
G4-8	■	Markets served.	The Company's Integrated Report 2017, pages 09–10.
G4-9	■	Scale of the reporting organization.	The Company's Integrated Report 2017, pages 07-08, 13-18.
G4-10	■	Total workforce by employment type, employment contract, and region, broken down by gender.	The Company's Integrated Report 2017, pages 87-96, and the information below.

TOTAL WORKFORCE BY EMPLOYMENT TYPE, EMPLOYMENT CONTRACT, AND REGION, BROKEN DOWN BY GENDER

Indicator/Region	Headcount as of 31 December 2017		Headcount as of 31 December 2016	
Apatit, Kirovsk branch of Apatit, Balakovo branch of Apatit, Metachem	Total including	10,866	Total including	10,698
	part-time employees	10	part-time employees	8
	fixed-term employees	521	fixed-term employees	450

Indicator/Region	Headcount as of 31 December 2017		Headcount as of 31 December 2016	
Males	under 25	350	under 25	308
	25–35	2,549	25–35	2,501
	35–45	2,078	35–45	2,050
	45–55	1,346	45–55	1,339
	over 55	424	over 55	431
Females	under 25	198	under 25	159
	25–35	1,383	25–35	1,275
	35–45	1,258	35–45	1,246
	45–55	979	45–55	1,138
	over 55	301	over 55	251
Murmansk Region	Total including	5,066	Total including	4,929
	part-time employees	4	part-time employees	5
	fixed-term employees	251	fixed-term employees	167
Males	under 25	226	under 25	171
	25–35	1,528	25–35	1,489
	35–45	1,200	35–45	1,127
	45–55	625	45–55	692
	over 55	164	over 55	135
Females	under 25	48	under 25	39
	25–35	455	25–35	440
	35–45	455	35–45	440
	45–55	290	45–55	331
	over 55	75	over 55	65
Vologda Region	Total including	3,755	Total including	3,635
	part-time employees	4	part-time employees	0
	fixed-term employees	206	fixed-term employees	212
Males	under 25	89	under 25	87
	25–35	681	25–35	620
	35–45	579	35–45	540
	45–55	352	45–55	361
	over 55	134	over 55	153
Females	under 25	115	under 25	98
	25–35	615	25–35	591
	35–45	571	35–45	511
	45–55	475	45–55	550
	over 55	144	over 55	124
Saratov Region	Total including	1,188	Total including	1,309
	part-time employees	1	part-time employees	0
	fixed-term employees	38	fixed-term employees	40
Males	under 25	20	under 25	31
	25–35	246	25–35	270
	35–45	163	35–45	272
	45–55	239	45–55	189
	over 55	96	over 55	96

Indicator/Region	Headcount as of 31 December 2017		Headcount as of 31 December 2016	
Females	under 25	9	under 25	9
	25–35	154	25–35	135
	35–45	104	35–45	152
	45–55	123	45–55	121
	over 55	34	over 55	34
Leningrad Region	Total including	784	Total including	774
	part-time employees	0	part-time employees	1
	fixed-term employees	25	fixed-term employees	30
Males	under 25	12	under 25	17
	25–35	87	25–35	116
	35–45	116	35–45	99
	45–55	119	45–55	90
	over 55	27	over 55	45
Females	under 25	26	under 25	13
	25–35	145	25–35	100
	35–45	122	35–45	138
	45–55	86	45–55	131
	over 55	44	over 55	25
Moscow Region (Apatit branch)	Total including	73	Total including	51
	part-time employees	1	part-time employees	2
	fixed-term employees	1	fixed-term employees	1
Males	under 25	3	under 25	2
	25–35	7	25–35	6
	35–45	20	35–45	12
	45–55	11	45–55	7
	over 55	3	over 55	2
Females	under 25	0	under 25	0
	25–35	14	25–35	9
	35–45	6	35–45	5
	45–55	5	45–55	5
	over 55	4	over 55	3

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)
Organizational profile (continued)			
G4-11		Percentage of employees covered by collective bargaining agreements.	100%
G4-12		Supply chain of the organization.	The Company's Integrated Report 2017, pages 13-18.
G4-13		Significant changes during the reporting period regarding size, structure, or ownership.	The Company's Integrated Report 2017, page 52-56.
G4-14		Report whether and how the precautionary approach or principle is addressed by the organization.	Adherence to the principle of prevention involves an all-encompassing analysis of various operational risks related to the production activities of the company's factories. This analysis is conducted with regards to current activities, but also for modernization, renovation and new construction projects. For the more material risks, the company develops plans to prevent or reduce the likelihood of such risks occurring (for example environmental impact reduction plans), which are a required part of documentation governing the factories' activities. For more information on risk management, see the Company's Integrated Report for 2017, pages 115-122.

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)
G4-15		Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	PJSC «PhosAgro» for the year 2017 concluded a 4-party agreement with the Ministry of Natural Resources and Ecology, Rosprirodnadzor and the Vologda Region Administration. KB of JSC «Apatit», Kirovsk, included in the regional plan of the Ministry of Natural Resources of Murmansk region for 2017 nature protection measures. Activities under the agreements have been implemented.
G4-16		Memberships of associations.	1. The International Fertilizer Industry Association (IFA) 2. The International Plant Nutrition Institute (IPNI) 3. Russian Union of Industrialists and Entrepreneurs 4. Russian Chemists Union 5. Russian Association of Fertilizer Producers 6. Russian Gas Society Non-Commercial Partnership 7. Miners of Russia Non-Commercial Partnership

Identified material aspects and boundaries

G4-17		List all entities included in the organization's consolidated financial statements or equivalent documents. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	See the Company's Integrated Report for 2017, page 192. Information regarding LA, HR and EN is provided for the Company's main production sites: Apatit, Kirovsk branch of Apatit, Balakovo branch of Apatit and Metachem.
G4-18		Process for defining report content.	

PROCESS FOR DEFINING REPORT CONTENT

This report has been prepared in accordance with the Core GRI Sustainability Reporting Guidelines (GRI G4).

Step 1: Identifying aspects, important topics and their borders

In preparation of the report, stakeholders were identified. These are parties that may affect us and that we may affect. Stakeholders are listed in section G4-24 and on pages 103–114 of the Integrated Report.

Identification of significant aspects took place in two stages:

1. To determine the essential aspects on the basis of the GRI G4 standard and the "Basis of preparation and standard reporting elements" recommendations, a questionnaire was compiled. This survey included all aspects envisioned by GRI, except for human rights aspects. This is due to the fact that in carrying out its activities, the Company complies with the legislation of the Russian Federation, which corresponds to the norms of international law on human rights.
2. To determine the significant aspects a survey was carried out.

In order to determine significant aspects for the Company, a survey was conducted among heads of structural divisions and of PhosAgro's the key production facilities.

To determine significant aspects for stakeholders, a survey was conducted among analysts and investors, representatives of federal and regional mass media, representatives of the authorities at the municipal and regional levels, and trade union leaders at production facilities. The significant aspects for employees at production facilities were determined on the basis of the analysis of the results of surveys conducted at the facilities. In addition, publications in regional media were considered in order to determine priorities for residents living in the regions where the Company operates.

Executives, analysts and investors were surveyed using an electronic questionnaire posted on the corporate website. Employees of regional and municipal administrations and the media were surveyed by telephone in accordance with the approved questionnaire.

Step 2: Determining the priority of aspects

The survey of each of the stakeholders asked participants to choose one of six possible responses for each aspect. Each option was assigned a score of zero to five.

Significant aspects were first determined for each stakeholder group as the average score for the group in question. Then, the importance of the aspect for all stakeholders was measured by averaging the point scores for each of the aspects.

As a result, every aspect has received two point scores with a value from 0 to 5 points: evaluation of significant aspects for stakeholders and assessment of relevant aspects of the Company.

Step 3: Confirmation

The list of material aspects was analysed and corrected based on PhosAgro's interactions with stakeholders in 2017.

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)
Identified material aspects and boundaries (continued)			
G4-19		List of all the material Aspects identified in the process for defining report content.	

MATERIAL ASPECTS

Category/Subcategory	Aspect	Stakeholders	GRI indicators
Economic	Economic performance	Shareholders and investors; Regional governments and local communities	G4-EC1, G4-EC2, G4-EC3, G4-EC4
	Market presence	Shareholders and investors; Employees and trade unions	G4-EC5, G4-EC6
	Indirect economic impact	Regional governments and local communities; Employees and trade unions; General public and mass media	G4-EC7, G4-EC8
Environmental	Materials	Shareholders and investors; Regional governments and local communities	G4-EN1, G4-EN2
	Energy	Shareholders and investors	G4-EN3, G4-EN5, G4-EN6, G4-EN7
	Water	Regional governments and local communities	G4-EN8, G4-EN9, G4-EN10
	Emissions	Employees and trade unions; Regional governments and local communities	G4-EN15, G4-EN20, G4-EN21
	Effluents and wastes	Employees and trade unions; Regional governments and local communities	G4-EN22, G4-EN23, G4-EN24, G4-EN25, G4-EN26
	Production and services	General public and mass media	G4-EN27, G4-EN28
	Compliance	Employees and trade unions; Regional governments and local communities; General public and mass media	G4-EN29
	Overall	Shareholders and investors; General public and mass media	G4-EN31

Category/Subcategory	Aspect	Stakeholders	GRI indicators
Social / Practices and Decent Work	Employment	Employees and trade unions; Regional governments and local communities	G4-LA1, G4-LA2, G4-LA3
	Labor/Management relations	Employees and trade unions	G4-LA4
	Occupational health and safety	Employees and trade unions; Business partners (suppliers and contractors); Regional governments and local communities	G4-LA5, G4-LA6, G4-LA7, G4-LA8
	Training and education	Employees and trade unions	G4-LA9, G4-LA10, G4-LA11, G4-LA12, G4-LA13, G4-LA14, G4-LA15
	Labor practices grievance mechanisms	Employees and trade unions	G4-LA16
Social / Society	Anti-corruption	Business partners (suppliers and contractors)	G4-SO3, G4-SO4
	Compliance	Farmers	G4-SO8
Social / Product responsibility	Customer health and safety	Farmers; General public and mass media	G4-PR1, G4-PR2
	Product and service labeling	Farmers	G4-PR3, G4-PR4, G4-PR5
	Compliance	Farmers	G4-PR7, G4-PR9
Social / Human rights	Investment	Employees and trade unions, Regional governments and local communities	G4-HR1, G4-HR2
	Non-discrimination	Employees and trade unions, Regional governments and local communities	G4-HR3
	Freedom of Association and Collective Bargaining	Employees and trade unions, Regional governments and local communities	G4-HR4
	Child Labor	Employees and trade unions, Regional governments and local communities	G4-HR5
	Forced or Compulsory Labor	Employees and trade unions, Regional governments and local communities	G4-HR6
	Security practices	Employees and trade unions, Regional governments and local communities	G4-HR7
	Indigenous Rights	Employees and trade unions, Regional governments and local communities	G4-HR8
	Assessment	Employees and trade unions, Regional governments and local communities	G4-HR9
	Supplier Human Rights Assessment	Employees and trade unions, Regional governments and local communities	G4-HR10, G4-HR11

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)
Identified material aspects and boundaries (continued)			
G4-20		Aspect Boundary within the organization for each material Aspect.	The aspects listed on pages 6–7 of this report are material for all companies listed in G4-17, with the exception of environmental aspects (those that fall into the Environment category). Environmental aspects are material only for the main production facilities: Apatit, the Balakovo Branch of Apatit, PhosAgro-Cherepovets and Metachem.
G4-21		Aspect Boundary outside the organization for each material Aspect.	The aspect boundaries outside the organisation for each material aspect are listed on pages 6–7 of this report in the section «material aspects».
G4-22		The effect of any restatements of information provided in previous reports, and the reasons for such restatements.	The Integrated Report for 2017 is prepared in accordance with the GRI standards, and has no restatements comparing with the Company's previous Integrated Report 2016.
G4-23		Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	The Integrated Report for 2017 is prepared in accordance with the GRI standards, and has no significant changes from previous reporting periods in the Scope and Aspect Boundaries.
Stakeholder engagement			
G4-24		List of stakeholder groups engaged by the organization.	<ul style="list-style-type: none"> • Shareholders and investors • Employees • Trade unions • Regional governments • Local communities • General public and mass media • Farmers • Business partners (suppliers and contractors)
G4-25		Basis for identification and selection of stakeholders with whom to engage.	Analysis of the company's practices, as well as the practices of domestic and international peers.
G4-26		Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	See the Company's Integrated Report for 2017, pages 103-114.
G4-27		Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	The Company's Integrated Report 2017, pages 103–114.
Report profile			
G4-28		Reporting period for information provided.	2017
G4-29		Date of most recent previous report (if any).	April, 2017
G4-30		Reporting cycle	Annual
G4-31		Contact point for questions regarding the report or its contents.	The Company's Integrated Report 2017, pages 197.
G4-32		Table identifying the location of the Standard Disclosures in the report.	

GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Page	External Assurance
Strategy and analysis		
G4-1	2	No
G4-2	2	No

General Standard Disclosures	Page	External Assurance
Organizational profile		
G4-3	2	No
G4-4	2	No
G4-5	2	No
G4-6	2	No
G4-7	2	No
G4-8	2	No
G4-9	2	No
G4-10	2–4	No
G4-11	4	No
G4-12	4	No
G4-13	4	No
G4-14	4	No
G4-15	5	No
G4-16	5	No
Identified material aspects and boundaries		
G4-17	5	No
G4-18	5	No
G4-19	6–7	No
G4-20	8	No
G4-21	8	No
G4-22	8	No
G4-23	8	No
Stakeholder engagement		
G4-24	8	No
G4-25	8	No
G4-26	8	No
G4-27	8	No
Report profile		
G4-28	8	No
G4-29	8	No
G4-30	8	No
G4-31	8	No
G4-32	8–12	No
G4-33	12	No
Governance		
G4-34	12	No
G4-35	12	No
G4-36	12	No
G4-37	12	No
G4-38	12	No

General Standard Disclosures	Page	External Assurance
G4-39	12	No
G4-40	12	No
G4-41	12	No
G4-42	13	No
G4-43	13	No
G4-44	13	No
G4-45	13	No
G4-46	13	No
G4-47	13	No
G4-48	13	No
G4-49	14	No
G4-50	14	No
G4-51	14	No
G4-52	14	No
G4-53	14–15	No
Ethics and integrity		
G4-56	15	No
G4-57	15	No
G4-58	15	No

SPECIFIC STANDARD DISCLOSURES OVERVIEW

Aspect	Specific standard disclosures	Page	External Assurance
Economic performance	G4-EC1	16	No
	G4-EC2	16	No
	G4-EC3	16–17	No
	G4-EC4	17	No
Market presence	G4-EC5	17	No
	G4-EC6	18	No
Indirect economic impact	G4-EC7	18	No
	G4-EC8	18	No
Materials	G4-EN1	18–19	No
	G4-EN2	19	No
	G4-EN3	19–20	No
Energy	G4-EN5	20	No
	G4-EN6	20	No
	G4-EN7	21	No
	G4-EN8	21	No
Water	G4-EN9	21	No
	G4-EN10	22	No
	G4-EN15	22	No
Emissions	G4-EN20	23	No
	G4-EN21	23	No

Aspect	Specific standard disclosures	Page	External Assurance
Effluents and wastes	G4-EN22	24	No
	G4-EN23	25–26	No
	G4-EN24	26	No
	G4-EN25	26	No
	G4-EN26	26	No
Production and services	G4-EN27	26	No
	G4-EN28	26	No
Compliance	G4-EN29	26–27	No
Overall	G4-EN31	27–28	No
Employment	G4-LA1	28–33	No
	G4-LA2	33	No
	G4-LA3	33–34	No
Labor/Management relations	G4-LA4	34	No
Occupational health and safety	G4-LA5	35	No
	G4-LA6	35	No
	G4-LA7	36	No
	G4-LA8	36	No
Training and education	G4-LA9	36–37	No
	G4-LA10	38	No
	G4-LA11	38	No
	G4-LA12	39–41	No
	G4-LA13	41	No
	G4-LA14	41	No
	G4-LA15	41	No
Labor practices grievance mechanisms	G4-LA16	42	No
Anti-corruption	G4-SO3	42	No
	G4-SO4	42	No
Compliance	G4-SO8	43	No
Customer health and safety	G4-PR1	43	No
	G4-PR2	44	No
	G4-PR3	44	No
Product and service labeling	G4-PR4	44	No
	G4-PR5	45	No
	G4-PR7	45	No
Compliance	G4-PR9	45	No
	G4-HR1	45	No
Investment	G4-HR2	45	No
Non-discrimination	G4-HR3	45	No
Freedom of Association and Collective Bargaining	G4-HR4	45	No
Child Labor	G4-HR5	46	No
Forced or Compulsory Labor	G4-HR6	46	No
Security practices	G4-HR7	46	No
Indigenous Rights	G4-HR8	46	No

Aspect	Specific standard disclosures	Page	External Assurance
Assessment	G4-HR9	46	No
Supplier Human Rights Assessment	G4-HR10	46	No
	G4-HR11	46	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)
Report profile (continued)			
G4-33		Policy and current practice with regard to seeking external assurance for the report.	The report has not obtained external assurance.
Governance Structure and Composition			
G4-34		Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	The Company's Integrated Report 2017, pages 123-150.
G4-35		Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	The Company shall have the following governance bodies: the General Meeting of Shareholders, Board of Directors, Collegial Executive Body (Management Board), and Sole Executive Body (Chief Executive Officer). The Company's supreme governing body is the General Meeting of Shareholders. The scope of authority of each governing body is defined in the Company's Charter and internal regulations (Regulation on the Board of Directors, Regulation on the Management Board). Senior managers' duties (by business line) are specified in their job descriptions. The Company's managers are also authorised to act on behalf of the Company by virtue of a power of attorney signed by the CEO.
G4-36		Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	The Company's business line managers report to the CEO and are not subordinated to other governing bodies.
G4-37		Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	Economic, environmental, and social matters are subject to consideration by the Board committees (for discussion of crucial matters, working groups may be set up) jointly with dedicated experts, to be later addressed by the Board of Directors if need be. Following committee and Board of Directors meetings, the Board of Directors makes recommendations to the Company's CEO.
G4-38		The composition of the highest governance body and its committees	The Company's Integrated Report 2017, pages 135-146.
G4-39		Indicate whether the Chair of the highest governance body is also an executive officer.	The Chair of the highest governance body is not an executive officer.
G4-40		Nomination and selection processes for the highest governance body and its committees.	The Board of Directors has established the Remuneration and Human Resources Committee, which is responsible for determining the criteria for selection of candidates for the Board of Directors, members of the Management Board and the position of Chief Executive Officer of PhosAgro; this Committee is also responsible for the initial evaluation of candidates. See also the Company's Integrated Report for 2017, page 143.
G4-41		Processes in place for the highest governance body to ensure conflicts of interest are avoided.	The Company adopted a regulation on conflicts of interests (the «regulation») on 15 April 2014 in order to prevent conflicts of interest from arising. The regulation sets out the main principles to be used for managing risks related to conflicts of interests, as well as the procedures for monitoring and resolving actual or potential conflicts of interests.

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)
Role in Setting Purpose, Values, and Strategy			
G4-42		Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	The Company's Board of Directors plays a key role in the development, approval, and updating of the organization's purpose, value, mission statements, strategies, policies and goals related to economic, environmental and social impacts. To draft recommendations for the Board of Directors with a view to developing the Company's strategy within the areas specified, the Strategy and HSE Committees were established. The Board of Directors is in charge of general management of the Company, with the exception of the matters within the competence of the General Meeting of Shareholders in accordance with the applicable law and the Company's Charter, it designs and defines the Company's development strategy, and supervises the Company's Executive Body. The Company's CEO and Collegial Executive Body (Management Board) jointly implement the Company's development strategy as approved by the Board of Directors. To draft the Company's annual report, a group of experts responsible for various sections of the report is established every year. The Company's annual report is approved at the Annual General Meeting of Shareholders.
Competencies and Performance Evaluation			
G4-43		Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	To develop and enhance the Board members' collective knowledge of economic, environmental, and social matters, the Company engages external advisers and experts.
G4-44		Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	A system of key performance indicators («KPIs») was introduced for the CEO, his direct subordinates and their direct subordinates. The achievement of the targets established by these KPIs is monitored by the direct superior of the employees for whom the KPIs have been set. In addition, the committees of the Board of Directors monitor performance against KPIs. See also the Company's Integrated Report for 2017, pages 143, 145.
Role in Risk Management			
G4-45		The highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities.	The Remuneration and Human Resources Committee evaluates PhosAgro's economic and social impact, while environmental performance is monitored by the Environmental, Health and Safety Committee. See also the Company's Integrated Report for 2017, pages 143, 145.
G4-46		Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	The Board's Risk Management Committee was set up to assess the effectiveness of the Company's risk management system and provide recommendations for its improvement; environmental risk assessment also falls within the competence of the HSE Committee. See also the Company's Integrated Report for 2017, page 144.
G4-47		The frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	The Company's Integrated Report 2017, page 129.
Role in Sustainability reporting			
G4-48		Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	The ultimate process owner for the annual report is the Head of Investor Relations department, who then submits it for approval to the Board of Directors. The Board of Directors pre-approves the annual report and submits it for approval to the General Meeting of Shareholders, which grants its final approval.

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)
Role in Evaluating Economic, Environmental and Social Performance			
G4-49		Process for communicating critical concerns to the highest governance body.	Senior management report to the CEO on a weekly basis, including on critical concerns. In addition, the company maintains a hotline that anyone can use to report critical concerns to Company management by telephone or email.
G4-50		Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	The list and total number of critical concerns addressed by the Board of Directors annually are specified in the Company's annual report. The mechanism used to address concerns is as follows: each matter in question is considered by the respective committee of the Board of Directors. The committee renders an opinion addressed to the Company's Board of Directors, which makes recommendations to the Company's CEO following the discussion thereof.
Remuneration and Incentives			
G4-51		Linkage between compensation for members of the highest governance body, senior managers, and executives and the organization's performance.	The Company's Integrated Report 2017, page 131-132.
G4-52		Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	<p>The Company has a short-term remuneration scheme for N, N-1 and N-2 managers based on key performance indicators (KPI). The KPI-based remuneration is calculated as follows:</p> <p>annual bonus = base annual bonus x total performance score based on individual KPIs x adjustment based on the Company's EBITDA + additional payments approved by the CEO. The base annual bonus depends on the employee's job level and responsibilities.</p> <p>The Company has a Remuneration Committee, a permanent corporate body created to draft recommendations for the CEO to address issues related to KPI updates (composition, wording, weights, targets, calculation formulae, etc.).</p>
G4-53		Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	<p>Procedure for the payment of remuneration to N-1 and N-2 senior managers (the other employees are compensated based on the locally issued orders or remuneration regulations).</p> <p>In accordance with the adopted Regulation on KPI Targets and Performance Assessment, N-1 and N-2 level KPIs are approved by the CEO. The approval of KPIs for N-1 managers takes place in the form of an in-person meeting, during which the N-1 managers validate their KPI scorecards before the CEO. The approval of KPIs for N-2 managers takes place in the form of a meeting with the CEO, during which the N-1's line (and/or functional) managers stand in defence of their employees' KPIs. Subsequently, KPIs are updated (composition, wording, weights, targets, calculation formulae, etc.) at a meeting of an employee and his/her manager held to set KPI and targets for the upcoming year.</p> <p>By way of preparation for the performance assessment meeting, the employees and their line/functional managers independently:</p> <ul style="list-style-type: none"> - analyse the employee's performance based on KPIs for the last reporting period; - where necessary, check the accuracy of actual KPIs and performance calculations for the last reporting period; - draft proposals on the wording, weights and targets for all of the upcoming year's KPIs. <p>During the meeting held to reconcile performance assessments over the last reporting period and set KPIs for the upcoming year, the employee and his/her line/functional manager discuss the employee's KPI outcomes.</p> <p>If the KPI outcomes are way below the targets, the discussion focuses on:</p> <ul style="list-style-type: none"> - the causes of such discrepancies; - remedies required to prevent such discrepancies going forward.

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)
		Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	<p>Based on the discussion of performance over the last reporting period, the employee and his/her line/functional manager sign a completed KPI scorecard for the last reporting period. Should there be any disputes regarding the discussed KPIs, the employee and his/her line/functional manager may refer them to the KPI Committee.</p> <p>The KPI, weights and targets for the next period are set immediately after the signing of the KPI scorecard setting out performance calculations for the last year.</p> <p>Functional KPI managers make proposals on the supervised KPI targets and, where necessary, KPI wording and weights for the upcoming year. By way of preparation for the meeting, the employee also drafts proposals on all of the upcoming year's KPI wordings, weights and targets.</p> <p>Employee proposals are put forward in the form of a draft KPI scorecard for the upcoming year submitted to the line/functional manager before the meeting.</p> <p>By way of preparation for setting the KPIs, weights and targets for the upcoming year, the line and functional managers provide information about potential changes in the employee's KPIs, as well as changes in the Company's business plan and distribution of powers and responsibilities, which led to the review of respective KPIs.</p> <p>The manager(s) and the employee discuss the KPI structure for the next year. The employee justifies his/her version of KPIs for the upcoming year based on the priority of tasks having the strongest impact on the performance of the employee and his/her business unit. The manager(s) justifies(y) their version of KPIs for the upcoming year based on the assessment of task priority for the Company. The employee and the manager(s) discuss both versions and work out a common solution. The manager(s) record(s) the agreed KPIs in the employee's KPI scorecard for the upcoming year.</p> <p>If the approved KPI wordings, weights and targets differ from the wordings, weights and targets proposed by the functional KPI manager, the change owner (line manager of the KPI scorecard holder or the KPI scorecard holder) agrees the changes with the functional KPI manager.</p> <p>Should there be any disputes regarding the employee's KPIs, the employee and his/her line, functional and functional KPI managers may refer them to the KPI Committee.</p> <p>The manager(s) and the employee determine weights for the upcoming year's KPI. The manager(s) record(s) the weights in the upcoming year's KPI scorecard.</p> <p>After that, the manager(s) and the employee determine KPI targets for the next year. The employee justifies his/her version of KPI targets for the upcoming year based on the complexity thereof. The manager(s) justifies(y) their version of KPI targets for the upcoming year based on the assessment of efforts required to achieve the Company's targets. The employee and the manager(s) discuss both versions and work out a common solution. The manager(s) set(s) out the targets in the upcoming year's KPI scorecard. The manager(s) and the employee sign the KPI scorecard for the upcoming year.</p>
Ethics and integrity			
G4-56		Organization's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics.	The Company's Integrated Report 2017, pages 101–102.
G4-57		Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	According to the Company's Code of Ethics and Anti-Corruption Policy, each PhosAgro employee may consult the Compliance Director requesting advice or assistance in case of questions regarding the provisions of the Code, Policy or other internal regulations or in case of doubts regarding their conduct or that of other employees, counterparties or other persons involved with the Company. Employees may report unethical conduct and other concerns to the Company's hotline.
G4-58		Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	The Company has adopted Hotline Regulations, under which each employee of the Company or the Company's subsidiary and other interested parties may contact the hotline via either of the two communication channels – Hotline phone number: +8 820 259 3232, Hotline email: help@phosagro.ru. To ensure free access to the Company's hotline, all existing communication channels are posted on the Company's website. An employee or other interested party may choose any convenient reporting format.

LEVEL OF DISCLOSURE

■ Fully reported ■ Partially reported

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
CATEGORY: ECONOMIC				
Aspect: Economic performance				
G4-EC1	■	Direct economic value generated and distributed.	The Company's Integrated Report for 2017, pages 7, 63-66, 156-192.	No
G4-EC2	■	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	The company adheres to international and Russian regulations with regards to greenhouse gas emissions. The company has the experience and the technical capability to reduce greenhouse gas emissions, including nitrogen oxide from chemicals productions and, therefore, the ability to trade emissions permits.	No
G4-EC3	■	Coverage of the organisation's defined benefit plan obligations.		No

COVERAGE OF THE ORGANISATION'S DEFINED BENEFIT PLAN OBLIGATIONS, RUB MLN

	Type of pension obligation	Actual pension payments (RUB mln)	
		2016	2017
KB of «Apatit»	Current value of employee benefit obligations (private benefit coverage for newly retiring employees)	10.37	18.67
	Retirement-related obligations (other than employee benefit obligations)		
	Payment of retirement benefits	26.43	12.15
	Merit benefit plans	0.00	0.03
	Financial aid to retired former employees KB of Apatit	29.62	20.98
TOTAL		66.42	51.83
«Apatit»	Current value of employee benefit obligations (private benefit coverage for newly retiring employees)	6.74	15.10
	Retirement-related obligations (other than employee benefit obligations)		
	Payment of retirement benefits	9.87	3.06
	Merit benefit plans	13.64	12.47
	Financial aid to retired former employees of Apatit	9.19	6.77
TOTAL		39.44	37.41
BB of «Apatit»	Current value of employee benefit obligations (private benefit coverage for newly retiring employees)	0.00	0.00
	Retirement-related obligations (other than employee benefit obligations)		
	Payment of retirement benefits	7.16	4.17
	Merit benefit plans	0.00	0.00
	Financial aid to retired former employees of BB of Apatit	0.45	0.32
TOTAL		7.61	4.49

		Actual pension payments (RUB mln)		
Type of pension obligation		2016	2017	
JSC «Metachem»	Current value of employee benefit obligations (private benefit coverage for newly retiring employees)	0.00	0.00	
	Retirement-related obligations (other than employee benefit obligations)	Payment of retirement benefits	4.51	2.09
		Merit benefit plans	0.00	0.00
		Financial aid to retired former employees of Metachem	2.11	0.78
TOTAL	6.62	2.87		
Total:	Current value of employee benefit obligations (private benefit coverage for newly retiring employees)	17.11	33.77	
	Retirement-related obligations (other than employee benefit obligations)	Payment of retirement benefits	47.97	21.47
		Merit benefit plans	13.64	12.50
		Financial aid to retired former employees	41.36	28.86
TOTAL	120.09	96.60		

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Economic performance (continued)				
G4-EC4		Financial assistance received from government.	Financial assistance from the government was not provided.	No
Aspect: Market presence				
G4-EC5		Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.		No

RANGE OF RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE AT SIGNIFICANT LOCATIONS OF OPERATION

Region	Males		Females	
	2016	2017	2016	2017
Murmansk Region	2.00	1.92	2.00	1.93
Vologda Region	2.90	2.57	1.98	2.14
Saratov Region	1.91	2.77	1.52	2.21
Leningrad Region	2.69	2.27	2.57	1.88
Moscow Region	2.24	3.20	1.58	2.78

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Market presence (continued)				
G4-EC6		Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	The Company's production facilities are located in four Russian regions: the Murmansk Region (Kirovsk and Apatity), Vologda Region (Cherepovets), Saratov Region (Balakovo), and Leningrad Region (Volkhov). Professionals and managers from other regions are hired on exceptional occasions, for positions that cannot be filled by recruiting in the local labour market due to the lack of candidates with the required profile, qualifications and experience. Proportion of employees hired from the local community in the total labour force is 94.9%. Proportion of senior management hired from the local community is 57.1%. In the regions of its operation, the Company has traditionally been recruiting mainly from the local labour market. Requirements for applicants' skills depend on job descriptions, qualifications and health and safety requirements for a specific position. The recruitment process is described in the Company's internal regulations. Proportion of senior management hired from the local community in 2015: Apatit, Murmansk Region – 58.8%; PhosAgro-Cherepovets, Vologda Region – 50.7%; Balakovo branch of Apatit, Saratov Region – 62.5%; Metachem, Leningrad Region – 44.4%.	No
Aspect: Indirect economic impact				
G4-EC7		Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	The Company's Integrated Report for 2017, pages 97–100.	No

PROPORTION OF STAFF AND SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY AT LOCATIONS OF SIGNIFICANT OPERATIONS

Region	Proportion of staff hired from the local community in total headcount		Proportion of senior management hired from the local community in total headcount	
	2016	2017	2016	2017
Murmansk Region	95.0%	94.3%	63.0%	58.8%
Vologda Region	95.0%	94.8%	49.0%	50.0%
Saratov Region	98.0%	98.2%	45.0%	66.7%
Leningrad Region	96.0%	95.3%	50.0%	44.4%
Moscow Region	65.0%	86.3%	67.0%	84.6%
Average	96.0%	94.9%	53.0%	57.1%

Aspect: Indirect economic impact (continued)				
G4-EC8		Examples of the significant identified positive and negative indirect economic impacts the organization has.	The Company's Integrated Report for 2017, pages 97–100.	No

CATEGORY: ENVIRONMENTAL

Aspect: Materials				
G4-EN1		Materials used by weight or volume.		No

MATERIALS USED BY WEIGHT OR VOLUME

2017

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Sulphur	'000 t		960	762	79	1,800
Sulphuric acid (purchased)	'000 t		783	247	0	1,030
Potassium chloride	'000 t		933	0	64	997
Diesel	'000 t	78 396	1,412	685	231	80,724
Natural gas	(000) m ³		2,096	89	56	2,241
Ammonia (purchased)	'000 t		204	274	0	478
Ammonium sulphate (purchased)	'000 t		336	0	23	358
Phosphate rock	'000 t		3,808	2,783	210	6,800

2016

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Sulphur	'000 t		850	700	65	1,616
Sulphuric acid (purchased)	'000 t		692	253	28	973
Potassium chloride	'000 t		740	0	34	774
Diesel	'000 t	105 782	2	670	256	106,709
Natural gas	(000) m ³		1,766	92	57	1 914
Ammonia (purchased)	'000 t		194	242	0	436
Ammonium sulphate (purchased)	'000 t		367	0	11	378
Phosphate rock	'000 t		3,337	2,540	214	6,091

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Materials (continued)				
G4-EN2		Percentage of materials used that are recycled input materials.	The Company's enterprises use certain types of waste as recycled input materials. These wastes include used synthetic oil, organic acid waste, sweepings from production facilities and vehicles, and phosphogypsum. The share of recycled waste from the total amount of waste generated in 2017 was 36%, which is 4% lower than the recycling rate in 2016. At the same time, the total amount of waste generation in 2017 also decreased by 4% relative to 2016. The Company keeps record of new wastes and recycled input materials. 29 mt of overburden was used in the production of crushed stone for road filling in KB of Apatit. The Company views integration of phosphogypsum recycling technologies as its bulk waste recycling priority.	No
Aspect: Energy				
G4-EN3		Energy consumption within the organization.		No

ENERGY CONSUMPTION WITHIN THE ORGANIZATION

2017

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Electricity (bought)	th kVt/h	1,696.050	312,225	106,857	98,638	2,213.769
Electricity (self-produced)	th kVt/h	-	925,507	349,591	-	1,275.098
Natural gas	th m ³	580	2,095.514	89,480	55,889	2,241.463
Heating energy (bought)	GKal	-	-	-	100,546	100,546
Heating energy (self-produced)	GKal	684,729	2,616.705	1,326.871	-	4,628.305
Fuel	ton	144,668	-	-	-	144,668
Diesel	ton	33,693.078	-	-	-	33,693.078

2016

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Electricity (bought)	th kVt/h	1,633.944	230,866	96,245	102,018	2,063.073
Electricity (self-produced)	th kVt/h	-	933,036	338,630	-	1,271.666
Natural gas	th m ³	-	1,760.983	91,502	56,665	1,909.149
Heating energy (bought)	GKal	-	-	-	101,539	101,539
Heating energy (self-produced)	GKal	673,798	2,482.106	1,243.740	-	4,399.644
Fuel	ton	141,304	-	-	-	141,304
Diesel	ton	31,598.775	-	-	-	31,598.775

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Energy (continued)				
G4-EN4		Energy consumption out of the organization.	Not applicable.	No
G4-EN5		Energy intensity.	The Company's Integrated Report 2017, pages 80-82.	No
G4-EN6		Reduction of energy consumption.	In the KB of Apatit the power consumption was reduced due to the use of a frequency-controlled electric drive of pumping equipment. These measures have made it possible to reduce electricity costs by 10.250 thousands kWh.	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
G4-EN7		Reduction in energy requirements of products and services.	<p>1) Reduction in the actual per unit consumption of fuel oil in the production of apatite concentrate at ANBP-3 in 2017 year-on-year due to activities carried out as part of the project 101IK Stabilisation and Improvement of Recovery Levels at ANBP-3. In 2017, actual fuel oil consumption was reduced vs target levels by 8,736 tonnes, or RUB 96,100,000.</p> <p>2) Implementation of a project to upgrade the main air heating and ventilation units of the Rasvumchorsky Mine. Liquefied natural gas is used to heat the air for the ventilation of mine openings. In September to December 2017, actual air heating costs with LNG as compared to electricity (used previously) fell by RUB 3,000,000.</p> <p>3) Reduction in non-production costs. Power consumption at Apatit's facilities was optimised following the introduction of LED lighting solutions at the Vostochny mine. In volume terms, savings totalled 6,097,380 kWh.</p>	No

Aspect: Water

G4-EN8		Total water withdrawal by source.		No
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TOTAL WATER WITHDRAWAL BY SOURCE, (000) M³**2017**

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Surface water	(000) m ³	43,972	16,947,845	6,947	2,049	36,020
Ground water	(000) m ³	2,074	0	779	0	2,853
Drinking water from municipal supply	(000) m ³	9,084	99,628	0	177	9,162
Total	(000) m ³	55,130	17,047,473	7,726	2,226	48,035

2016

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Surface water	(000) m ³	36,385	12,470,307	6,292	2,442	57,590
Ground water	(000) m ³	2,290	0	856	0	3,146
Drinking water from municipal supply	(000) m ³	8,644	823,661	0	204	9,672
Total	(000) m ³	47,320	13 293,968	7,148	2,646	70,408

Aspect: Water (continued)

G4-EN9		Water sources significantly affected by withdrawal of water.	<p>For industrial use and public water supply, the Company's enterprises source water from both surface water reservoirs (the Volga and Volkhov rivers, Rybinsk Reservoir, Imandra and Bolshoi Vudiyavr lakes) and KB of Apatit underground mine wells. The Company's enterprises have no encumbrances on surface and ground water use, with production facilities situated outside of protected water zones, wellhead protection areas observed and surface water withdrawal structures equipped with fish protection nets. The Company operates an automated measurement system for water use.</p>	No
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Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
G4-EN10		Percentage and total volume of water recycled and reused.	The Company's production facilities use state-of-the-art technologies to reduce industrial water consumption. For example, BBoFA has implemented a zero liquid discharge technology with all industrial wastewater recycled and reused in the production process. The other enterprises are running programmes on fresh water consumption reduction.	No

PERCENTAGE AND TOTAL VOLUME OF WATER RECYCLED AND REUSED

2017

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Share	%	77%	25.4%	86%	47%	59%
Volume	(000) m ³	187,601	6,440	17,480	970	212,490

2016

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Share	%	79%	28.5%	89%	41%	59%
Volume	(000) m ³	173,087	6116	16,557	1,011	196,771

Aspect: Emissions

G4-EN15		Direct greenhouse gas emissions (Scope 1).	No
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DIRECT GREENHOUSE GAS EMISSIONS (SCOPE 1)

2017

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Carbon dioxide	t - eqv. CO ₂	448,925	3,007,834	169,955	105,463	3,732,177
Nitrous oxide	t - eqv. CO ₂	0	238,793	0	0	238,793
Methane	t - eqv. CO ₂	0	7,521	4	0	7,524
Total	t - eqv. CO ₂	448,925	3 254,147	169,959	105,463	3,978.494

2016

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Carbon dioxide	t - eqv. CO ₂	438,472	2,370.491	173,634	106,381	3,088.978
Nitrous oxide	t - eqv. CO ₂	0	219,601	0	0	219,601
Methane	t - eqv. CO ₂	0	5	4	0	10
Total	t - eqv. CO ₂	438,472	2,590.097	173,639	106,381	3,308.588

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Emissions (continued)				
G4-EN20		Emissions of ozone-depleting substances (ODS).	The Company's enterprises use no ozone-depleting substances (ODS) either in production, or fire extinguishers, or as refrigerants. Minute amounts of carbon tetrachloride - not more than 250 kg per ton - may be used as reagents for laboratory tests.	No
G4-EN21		NO _x , SO _x , and other significant air emissions by type and weight.	The total amount of air emissions from the enterprises of the PhosAgro group in 2017 was 32.5 thousand tons, of which Solid matter - 7,938 tons Gaseous and liquid: 24.5 thousand tons, of which sulfur dioxide - 11,439 tons carbon monoxide - 2,596 tons Nitrogen oxides (reduced to NO ₂) - 6,192 tons other gaseous and liquid emissions - 4,319 tons.	No

NO_x, SO_x, AND OTHER SIGNIFICANT AIR EMISSIONS BY TYPE AND WEIGHT, T

2017

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Solids	t	5,513	1,334	451	640	7,938
Gaseous and liquid:	t	5,574	11,553	6,646	772	24,546
sulphur dioxide	t	2,193	4,886	4,157	203	11,439
carbon monoxide	t	733	855	858	150	2,596
Nitrogen oxides (calc. in NO ₂)	t	2,403	2,685	742	362	6,192
Hydrocarbons (w/o VOC)	t	0	1	3	0	4
Volatile organic component (VOC)	t	246	126	344	0	716
Others, gaseous and liquid	t	0	3,001	542	57	3,600

2016

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Solids	t	5,633	1,201	444	269	7,547
Gaseous and liquid:	t	5,824	10,652	4,913	1,054	22,443
Sulphur dioxide	t	2,111	4,511	3,421	612	10,655
Carbon monoxide	t	788	942	805	146	2,681
Nitrogen oxides (calc. in NO ₂)	t	2,689	2,963	205	224	6,081
Hydrocarbons (w/o VOC)	t	0	2	0	0	2
Volatile organic component (VOC)	t	236	120	18	0	375
Others, gaseous and liquid	t	0	2,115	464	72	2,651

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Effluents and wastes				
C4-EN22		Total water discharge by quality and destination.		No

TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION, (000) M³

2017

Indicator	Unit	KB of Apatit		Apatit				BB of Apatit		Metachem
Water body		Belaya river	Vuonnyemiok river	Zhemchuzhnaya river	Bolshoi Vudyavr lake	Kitchepek lake	Rybinskoye reservoir	Koshta river		Volkhov river
Annual water discharge	(000) m ³	20,560	5,367	36,439	85,039	52,479	13,859	-	-	912
Including annual volume of untreated water discharged	(000) m ³	-	5,367	-	-	-	-	-	-	912
Annual planned water discharge	(000) m ³	22,041	14,677	36,444	76,400	59,060	11,082	-	-	1,739
Annual un-planned water discharge	(000) m ³	-	-	-	-	-	-	-	-	-

2016

Indicator	Unit	KB of Apatit		Apatit				BB of Apatit		Metachem
Water body		Belaya river	Vuonnyemiok river	Zhemchuzhnaya river	Bolshoi Vudyavr lake	Kitchepek lake	Rybinskoye reservoir	Koshta river		Volkhov river
Annual water discharge	(000) m ³	18,177	5,142	27,641	76,524	61,603	9,802	-	-	1,143
Including annual volume of untreated water discharged	(000) m ³	-	5,142	-	-	-	-	-	-	1,143
Annual planned water discharge	(000) m ³	22,041	14,677	36,444	76,400	59,059	11,082	-	-	1,739
Annual un-planned water discharge	(000) m ³	-	-	-	-	-	-	-	-	-

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Effluents and wastes (continued)				
G4-EN23		Total weight of waste by type and disposal method.		No

TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD, T

2017

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Total weight of waste, by class of hazard:	t	79,910.278	5,810.910	4,801.895	2,039	90,525.122
I	t	0	6	3	0	10
II	t	10	0	1	0	10
III	t	390	655	260	26	1,332
IV	t	2,829	95,490	154,584	494	253,397
V	t	79,907.049	5,714.759	4,647.048	1,18	90,270.373
Re-used waste	t	29,633.657	3,013.524	22,312	0	32,669.492
Stored at waste dump	t	50,252.148	2,778.641	4,780.492	0	57,811.282
Transferred to third parties for use	t	21,527	18,469	11,650	1,490	53,136
Transferred to third parties for treatment	t	340	457	2	0	799
Transferred to third parties for storage	t	2,607	134	222	653	3,616

2016

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Total weight of waste, by class of hazard:	t	84,495.069	5,259.815	4,337.481	2,356	94,094.721
I	t	0	4	1	0	5
II	t	0	4	1	0	5
III	t	0	0	3	0	3
IV	t	1,035	2,606	187	83	3,911
V	t	3,283	130,235	145,108	228	278,853

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Re-used waste	t	34,487 792	2,738.617	15,420	0	37,241.829
Stored at waste dump	t	49,994 006	2,503.938	4,318.337	0	56,816.281
Transferred to third parties for use	t	12,560	14,775	8,493	2,016	37,844
Transferred to third parties for treatment	t	888	0	1	0	889
Transferred to third parties for storage	t	0	0	0	276	276

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Effluents and wastes (continued)				
G4-EN24		Total number and volume of significant spills.	In 2016-2017, the Company did not experience any emergency situations that led to emissions into the air or water bodies in excess of the allowed levels.	No
G4-EN25		Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	The Company performs no cross-border shipping of waste deemed hazardous under the terms of the Basel Convention.	No
G4-EN26		Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	The Company's enterprises discharge their waste waters into a number of surface rivers and water bodies. KB of Apatit discharges them into lakes (the Bolshoi Vudyavr and Kitchepakhk) and rivers (the Zhemchuzhnaya, Belaya and Vuonnemyok). The average annual discharge is 199 million cubic metres. Apatit discharges its waste waters into the Rybinsk Reservoir. The average annual discharge is 13 million cubic metres. Metachem discharges its waste waters into the Volkhov river. The average annual discharge is 1,1 million cubic metres. BB of Apatit discharges no waste waters.	No
Aspect: Production and services				
G4-EN27		Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	The Company's enterprises develop annual and long-term plans to mitigate the environmental impact and run various environmental programmes. The Company regularly benchmarks its environmental profile and impact against best industrial practices. The Company's Integrated report for 2017, pages 69-79.	No
G4-EN28		Percentage of products sold and their packaging materials that are reclaimed by category.	The Company reclaims no used products. Disposal is the primary obligation of the consumer.	No
Aspect: Compliance				
G4-EN29		Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.		No

MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS

2017

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Total financial penalties	RUB thsd	95	0	0	90	185
Fines	RUB thsd	95	0	0	90	185
Other financial penalties	RUB thsd	0	0	0	0	0
Total non-financial penalties	units	0	0	0	0	0
Number of other administrative penalties	units	0	0	0	0	0
Number of violations discovered per year	units	5	1	1	9	16
Number of violations corrected per year	units	2	0	0	9	11

2016

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Total financial penalties	RUB thsd	653	0	0	10	663
Fines	RUB thsd	653	0	0	10	663
Other financial penalties	RUB thsd	0	0	0	0	0
Total non-financial penalties	units	0	0	0	0	0
Number of other administrative penalties	units	0	0	0	0	0
Number of violations discovered per year	units	21	1	0	1	22
Number of violations corrected per year	units	4	0	0	0	4

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Overall				
G4-EN31		Total environmental protection expenditures and investments by type.	In 2017, total environmental protection expenses and investments reached RUB 5,749,624 thousand, including: Current environmental protection expenses – RUB 3,460,850 thousand; Capital repairs of fixed assets related to environmental protection – RUB 115,736 thousand; Environmental impact fees – RUB 149,004 thousand; Water protection measures – RUB 1,266,222 thousand; Environmental protection CAPEX – RUB 757,812 thousand.	No

TOTAL ENVIRONMENTAL PROTECTION EXPENDITURES AND INVESTMENTS BY TYPE**2017**

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Current environmental protection costs	RUB thsd	1,024.504	1,597.778	809,025	29,543	3,460.850
Expenditures on overhauls of main production capacities for environmental protection purposes	RUB thsd	9,295	24,045	26,973	55,423	115,736
Payments for negative environmental impact	RUB thsd	27,580	37,797	82,038	1,589	149,004
Water quality preservation costs	RUB thsd	331,168	582,021	339,757	13,276	1,266.222
Investments in fixed assets aimed at protecting the environment	RUB thsd	9,295	666,121	26,973	55,423	757,812
Total	RUB thsd	1,401.842	2,907.762	1,284.766	155,254	5,749.624

2016

Indicator	Unit	KB of Apatit	Apatit	BB of Apatit	Metachem	Total
Current environmental protection costs	RUB thsd	674,100	1,353 060	609,267	78,750	2,715.177
Expenditures on overhauls of main production capacities for environmental protection purposes	RUB thsd	33,694	18,325	51,209	310	103,538
Payments for negative environmental impact	RUB thsd	92,554	41,075	139,239	5,738	278,606
Water quality preservation costs	RUB thsd	75,779	996	0	3,294	80,069
Investments in fixed assets aimed at protecting the environment	RUB thsd	93,663	767,209	51,209	309	912,390
Total	RUB thsd	969,790	2,180.665	850,924	88,401	4,089.780

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
CATEGORY: SOCIAL				
Sub-category: Labor Practices and Decent Work				
Aspect: Employment				
G4-LA1		Total number and rate of new employee hires and employee turnover by age group, gender, and region.		No

TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY AGE, GROUP, GENDER, AND REGION

TURNOVER RATE AT PRODUCTION FACILITIES IS 5.7% PER ANNUM

2017

Aspect	Region	Number	Percent	Age group	Sex
New hires	Murmansk region	325	41.22	under 30	M
		421	17.45	from 30 to 50	M
		36	7.75	over 50	M
		84	49.37	under 30	F
		103	12.85	from 30 to 50	F
		22	9.43	over 50	F
		Turnover	Murmansk region	73	9.3
176	7.3			from 30 to 50	M
8	1.7			over 50	M
8	4.7			under 30	F
37	4.6			from 30 to 50	F
	0.0			over 50	F
New hires	Leningrad region	42	64.51	under 30	M
		42	18.05	from 30 to 50	M
		6	7.13	over 50	M
		15	39.01	under 30	F
		19	8.33	from 30 to 50	F
		7	6.64	over 50	F
Turnover	Leningrad region	13	20.0	under 30	M
		11	4.7	from 30 to 50	M
		4	4.8	over 50	M
		3	7.8	under 30	F
		10	4.4	from 30 to 50	F
				over 50	F

Aspect	Region	Number	Percent	Age group	Sex
New hires	Vologda region	183	50.2	under 30	M
		183	16.1	from 30 to 50	M
		20	5.7	over 50	M
		134	46.8	under 30	F
		164	16.9	from 30 to 50	F
		33	6.7	over 50	F
Turnover	Vologda region	31	8.5	under 30	M
		44	3.9	from 30 to 50	M
		12	3.4	over 50	M
		23	8.0	under 30	F
		57	5.9	from 30 to 50	F
			1.8	over 50	F
New hires	Saratov region	26	22.63	under 30	M
		34	6.60	from 30 to 50	M
		8	4.15	over 50	M
		19	46.75	under 30	F
		30	12.16	from 30 to 50	F
		3	2.70	over 50	F
Turnover	Saratov region	9	7.8	under 30	M
		34	6.6	from 30 to 50	M
		2	1.0	over 50	M
		5	12.3	under 30	F
			7.7	from 30 to 50	F
			3.6	over 50	F
New hires	Moscow region	2	33.5	under 30	M
		12	48.2	from 30 to 50	M
		1	30.5	over 50	M
		3	397.2	under 30	F
		8	50.9	from 30 to 50	F
				over 50	F

Aspect	Region	Number	Percent	Age group	Sex
Turnover	Moscow region	0	0.0	under 30	M
		2	8.0	from 30 to 50	M
		0	0.0	over 50	M
		2	264.8	under 30	F
		1	6.4	from 30 to 50	F
				over 50	F

2016

Aspect	Region	Number	Percent	Age group	Sex
New hires	Murmansk region	224	3.29	under 30	M
		207	3.04	from 30 to 50	M
		18	0.26	over 50	M
		31	0.46	under 30	F
		27	0.40	from 30 to 50	F
		2	0.03	over 50	F
Turnover	Murmansk region	94	1.4	under 30	M
		157	2.3	from 30 to 50	M
		16	0.2	over 50	M
		8	0.1	under 30	F
		22	0.3	from 30 to 50	F
		1	0.0	over 50	F
New hires	Leningrad region	19	1.82	under 30	M
		31	2.97	from 30 to 50	M
		4	0.38	over 50	M
		5	0.48	under 30	F
		6	0.57	from 30 to 50	F
		3	0.29	over 50	F

Aspect	Region	Number	Percent	Age group	Sex
Turnover	Leningrad region	17	1.6	under 30	M
		26	2.5	from 30 to 50	M
		8	0.8	over 50	M
		9	0.9	under 30	F
		14	1.3	from 30 to 50	F
		5	0.5	over 50	F
New hires	Vologda region	109	2.62	under 30	M
		66	1.59	from 30 to 50	M
		14	0.34	over 50	M
		57	1.37	under 30	F
		44	1.06	from 30 to 50	F
		19	0.46	over 50	F
Turnover	Vologda region	35	0.8	under 30	M
		32	0.8	from 30 to 50	M
		12	0.3	over 50	M
		26	0.6	under 30	F
		49	1.2	from 30 to 50	F
		12	0.3	over 50	F
New hires	Saratov region	63	3.15	under 30	M
		51	2.55	from 30 to 50	M
		12	0.60	over 50	M
		42	2.10	under 30	F
		62	3.10	from 30 to 50	F
		39	1.95	over 50	F
Turnover	Saratov region	45	2.2	under 30	M
		40	2.0	from 30 to 50	M
		0	0.0	over 50	M
		5	0.2	under 30	F
		9	0.4	from 30 to 50	F
				over 50	F

Aspect	Region	Number	Percent	Age group	Sex
New hires	Moscow region	2	33.5	under 30	M
		12	48.2	from 30 to 50	M
		1	30.5	over 50	M
		3	397.2	under 30	F
		8	50.9	from 30 to 50	F
		0		over 50	F
Turnover	Moscow region	0	0.0	under 30	M
		2	8.0	from 30 to 50	M
		0	0.0	over 50	M
		2	264.8	under 30	F
		1	6.4	from 30 to 50	F
				over 50	F

Region	Turnover rate in 2017	
	2016	2017
Murmansk Region	4.4%	6.2%
Vologda Region	4.2%	4.9%
Saratov Region	3.3%	6.0%
Leningrad Region	5.4%	5.4%
Moscow Region	35.2%	8.9%

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Employment (continued)				
G4-LA2		Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	Benefits established by collective bargaining agreements apply to all employees of the Company's main production sites and do not depend on the status or conditions of employment.	No
G4-LA3		Return to work and retention rates after parental leave, by gender.	As of 31 December 2017, 372 people from the Company's main production facilities were on maternity/paternity leave.	No

RETURN TO WORK AND RETENTION RATES OF EMPLOYEES WHO TOOK PARENTAL LEAVE, BY GENDER

2017

Indicator	Gender	Region				
		Vologda Region	Leningrad Region	Murmansk Region	Saratov Region	Moscow Region
Number of employees on maternity leave and parental leave as at 31 December 2017	Total	179	32	125	34	2
	M	0	0	3	0	0
	F	179	32	122	34	2
Number of employees on maternity leave and parental leave between 1 January 2017 and 31 December 2017	Total	264	41	187	60	2
	M	0	0	5	1	0
	F	264	41	182	59	2
Number of employees who returned to work after maternity leave and parental leave between	Total	78	8	55	27	1
	M	0	0	2	1	0
	F	78	8	53	26	1

2016

Indicator	Gender	Region				
		Vologda Region	Leningrad Region	Murmansk Region	Saratov Region	Moscow Region
Number of employees on maternity leave and parental leave as at 31 December 2016	Total	189	26	131	47	2
	M	0	0	1	0	0
	F	189	26	130	47	2
Number of employees on maternity leave and parental leave between 1 January 2016 and 31 December 2016	Total	256	39	196	69	6
	M	1	0	3	0	0
	F	255	39	193	69	6
Number of employees who returned to work after maternity leave and parental leave between	Total	48	9	45	16	2
	M	0	0	0	0	0
	F	48	9	45	16	2

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Labor/Management relations				
G4-LA4		Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	The minimum notice period is nine weeks (two months). In accordance with the collective bargaining agreement, with regards to changes, as determined by the parties, to the conditions of the employment agreement, the employer must have signed confirmation from the employee that he/she is acquainted with these changes no less than two months before they take effect.	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Occupational health and safety				
G4-LA5		Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes.	In 2016 – 1.91% In 2017 – 1.90%	No
G4-LA6		Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.		No

RATES OF INJURY, OCCUPATIONAL DISEASE, LOST DAYS AND ABSENTEEISM AND NUMBER OF WORK-RELATED FATALITIES BY REGION

Calendar year	Injury incidence rate (IIR), unit/thsd people	Injury severity rate (workdays lost per accident), workdays	Number of workdays lost in injuries, workdays	Average number of personnel, persons	Number of recorded accidents involving disability					Number of injured, persons				Sex	
					Moderate	Group	Critical	Fatal	Total	Moderate	Critical	Fatal	Total	Male	Female
2017	0.57	114.2	571	10,503	5	-	-	1	6	5	-	1	6	5	1
Vologda Region	0.50	21.0	42	4,022	2	-	-	-	2	2	-	-	2	1	1
Saratov Region	0.88	95.0	95	1,133	1	-	-	-	1	1	-	-	1	1	-
Leningrad Region	0.00	0.0	0	681	-	-	-	-	-	-	-	-	-	-	-
Murmansk Region	0.64	217.0	434	4,668	2	-	-	1	3	2	-	1	3	3	-
2016	0.74	90.6	815	13,476	8	-	1	1	10	8	1	1	10	10	-
Vologda Region	0.00	0.0	0	6,688	-	-	-	-	-	-	-	-	-	-	-
Saratov Region	0.00	0.0	0	1,284	-	-	-	-	-	-	-	-	-	-	-
Leningrad Region	0.00	0.0	0	691	-	-	-	-	-	-	-	-	-	-	-
Murmansk Region	1.99	90.6	815	5,013	8	-	1	1	10	8	1	1	10	10	-

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Occupational health and safety (continued)				
G4-LA7		Workers with high incidence or high risk of diseases related to their occupation.		No

WORKERS WITH HIGH INCIDENCE OR HIGH RISK OF DISEASES RELATED TO THEIR OCCUPATION

Production site	Number of workers with high incidence or high risk of diseases related to their occupation	
	2016	2017
KB of Apatit	3,437	3,698
Apatit	1,796	1,816
BB of Apatit	841	758
Metachem	420	373

Aspect: Occupational health and safety (continued)				
G4-LA8		Health and safety topics covered in formal agreements with trade unions.	All the Company's enterprises implement programmes aimed to improve employees' living conditions.	No

Aspect: Training and education				
G4-LA9		Average hours of training per year per employee by gender, and by employee category.		No

NUMBER OF EMPLOYEES WHO COMPLETED PROFESSIONAL TRAINING PROGRAMME AND AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY GENDER, AND BY EMPLOYEE CATEGORY

2017

Production site	Number of training hours (average for all businesses)						Number of employees who completed professional training programmes (factory workers)			Number of individual training cycles				
	Total	Per employee	Total for female employees	Per female employee	Total for male employees	Per male employee	Total	Total for female employees	Total for male employees	Total	factory workers		management/professional employees (MPE)	
											Total for male employees (factory workers)	Total for female employees (factory workers)	Total for male employees (MPE)	Total for female employees (MPE)
KB of Apatit	415,429	183	107,333	170	308,096	188	181	49	131	2,910	2,141	188	404	177
Apatit	416,326	56	107,822	54	308,504	56	399	171	228	4,555	1,362	776	1,682	735
BB of Apatit	86,906	76	19,932	60	66,974	84	122	9	113	166	91	34	53	38
Metachem	29,753	50	2,199	19	27,554	47	406	64	342	616	342	64	156	54
Total	948,414	364	237,286	303	711,128	375	1,108	293	814	8,247	3,936	1,062	2,295	1,004
Company average	237,104	91	59,322	76	177,782	94	277	73	204	2,062	984	266	574	251

2016

Production site	Number of training hours (average for all businesses)						Number of employees who completed professional training programmes (factory workers)			Number of individual training cycles				
	Total	Per employee	Total for female employees	Per female employee	Total for male employees	Per male employee	Total	Total for female employees	Total for male employees	Total	factory workers		management/professional employees (MPE)	
											Total for male employees (factory workers)	Total for female employees (factory workers)	Total for male employees (MPE)	Total for female employees (MPE)
KB of Apatit	280,796	233	26,635	291	254,161	317	115	24	91	1,260	1,068	97	79	16
Apatit	304,238	61	70,681	44	233,557	78	330	79	251	4,560	1,213	428	1,808	1,111
BB of Apatit	95,584	74	15,157	45	80,427	85	161	8	153	164	90	23	68	36
Metachem	18,962	50	578	13	18,384	96	213	21	192	157	63	21	53	20
Total	699,580	418	113,051	393	586,529	576	819	132	687	6,141	2,434	569	2,008	1,183
Company average	174,895	105	28,263	98	146,632	144	205	33	172	1,535	609	142	502	296

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Training and education (continued)				
G4-LA10		Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	One of the areas where we strengthen our competitive advantages is the improvement of employees' performance skills and addition of new professions mastered by an employee. Mastering related professions will strengthen the competitive advantages of the Company's employees in the labour market in the case of new job search.	No
G4-LA11		Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.		No

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS, BY GENDER AND BY EMPLOYEE CATEGORY

2017

	Kirovsk branch of Apatit		Apatit		Balakovo branch of Apatit		Metachem		Total	
	male	female	male	female	male	female	male	female	male	female
Managers	125	9	32	9	1	2	8	3	166	23
Professional employees	63	16	26	78	5	1	4	8	98	103
White-collar employees	0	0	0	0			0	0	0	0
Workers	6	2	8	0	18	3	1	0	33	5
TOTAL	194	27	66	87	24	6	13	11	297	131
Company headcount, total:	3587	1058	1835	1920	799	333	363	336	6584	3647
Share of headcount with breakdown by gender (%)	5,4	2,6	3,6	4,5	3,0	1,8	3,6	3,3	4,5	3,6
Share of headcount without breakdown by gender (%)	4,8		4,1		2,6		3,4		4,2	

2016

	Kirovsk branch of Apatit		Apatit		Balakovo branch of Apatit		Metachem		Total	
	male	female	male	female	male	female	male	female	male	female
Managers	90	7	27	6	11		4	3	132	16
Professional employees	45	10	9	38	5	3	3	3	62	54
White-collar employees	0	0	0	0			0	0	0	0
Workers	6	3	17	0	6	1	4	0	33	4
TOTAL	141	20	53	44	22	4	11	6	227	74
Company headcount, total:	3,549	1,146	1,761	1,874	947	337	346	350	6,603	3,707
Share of headcount with breakdown by gender (%)	4	1,7	3	2,3	2,3	1,2	3,2	1,7	3,4	2,0
Share of headcount without breakdown by gender (%)	3,4		2,7		2,0		2,5		2,9	

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Training and education (continued)				
G4-LA12		Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.		No

COMPOSITION OF GOVERNANCE BODIES AND BREAKDOWN OF EMPLOYEES PER EMPLOYEE CATEGORY ACCORDING TO GENDER, AGE GROUP

Indicator/Region	Management headcount as of 31 December 2017	Management headcount as of 31 December 2016
Apatit, KB of Apatit, BB of Apatit, Metachem	Total including	84
	part-time employees	0
	fixed-term employees	1
	under 25	2
	25–35	10
Males	35–45	0
	45–55	17
	over 55	6
	under 25	0
	25–35	1
Females	35–45	4
	45–55	10
	over 55	0
	Total including	17
	part-time employees	0
Murmansk Region	fixed-term employees	0
	under 25	2
	25–35	9
	35–45	4
	45–55	1
Males	over 55	0
	under 25	0
	25–35	0
	35–45	0
	45–55	1
Females	over 55	0
	Total including	49
	part-time employees	0
	fixed-term employees	1
	Total including	51
Vologda Region	part-time employees	0
	fixed-term employees	2

Indicator/Region	Management headcount as of 31 December 2017		Management headcount as of 31 December 2016	
Males	under 25	0	under 25	0
	25–35	0	25–35	2
	35–45	22	35–45	20
	45–55	13	45–55	13
	over 55	4	over 55	7
Females	under 25	0	under 25	0
	25–35	0	25–35	0
	35–45	3	35–45	3
	45–55	7	45–55	6
	over 55	0	over 55	0
Saratov Region	Total including	9	Total including	11
		0	part-time employees	0
	fixed-term employees	0	fixed-term employees	0
Males	under 25	0	under 25	0
	25–35	0	25–35	2
	35–45	6	35–45	6
	45–55	2	45–55	1
	over 55	0	over 55	1
Females	under 25	0	under 25	0
	25–35	0	25–35	0
	35–45	0	35–45	0
	45–55	1	45–55	1
	over 55	0	over 55	0
Leningrad Region	Total including	9	Total including	6
		0	part-time employees	0
	fixed-term employees	0	fixed-term employees	0
Males	under 25	0	under 25	0
	25–35	1	25–35	0
	35–45	2	35–45	2
	45–55	1	45–55	2
	over 55	2	over 55	1
Females	under 25	0	under 25	0
	25–35	1	25–35	0
	35–45	1	35–45	1
	45–55	1	45–55	0
	over 55	0	over 55	0
Moscow Region	Total including	13	Total including	12
		0	part-time employees	0
	fixed-term employees	0	fixed-term employees	0

Indicator/Region	Management headcount as of 31 December 2017		Management headcount as of 31 December 2016	
Males	under 25	0	under 25	0
	25–35	1	25–35	0
	35–45	2	35–45	6
	45–55	6	45–55	2
	over 55	1	over 55	1
Females	under 25	0	under 25	0
	25–35	0	25–35	0
	35–45	0	35–45	0
	45–55	1	45–55	2
	over 55	2	over 55	1

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Training and education (continued)				
G4-LA13		Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.		No

RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN BY EMPLOYEE CATEGORY, BY SIGNIFICANT LOCATIONS OF OPERATION

2017

Production site	Indicator for 2016	Workers	Managers	Professional employees	White-collar employees
Total (Apatit+KB of Apatit+BB of Apatit+Metachem)	Ratio of the basic salary of men to women for each employee category.	1.09	1.14	1.27	0.72
	Ratio of the remuneration of men to women for each employee category.	1.72	1.66	1.55	0.73

2016

Production site	Indicator for 2016	Workers	Managers	Professional employees	White-collar employees
Total (Apatit+KB of Apatit+BB of Apatit+Metachem)	Ratio of the basic salary of men to women for each employee category.	1.093	1.148	1.245	0.447
	Ratio of the remuneration of men to women for each employee category.	1.685	1.785	1.483	0.632

Aspect: Training and education (continued)				
Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
G4-LA14		Percentage of new suppliers that were screened using labor practices criteria.	Not applicable.	No
G4-LA15		Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	Not identified.	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Labor practices grievance mechanisms				
G4-LA16		Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.		No

NUMBER OF GRIEVANCES ABOUT LABOR PRACTICES FILED, ADDRESSED, AND RESOLVED THROUGH FORMAL GRIEVANCE MECHANISMS

2017

Indicator	Unit	KB Apatit	Apatit	BB of Apatit	Metachem	Total
Total number of grievances about labor practices per year	units	26	1	0	0	27
Number of grievances about labor practices addressed per year	units	9	0	0	0	9
Number of grievances about labor practices resolved per year	units	17	1	0	0	18

2016

Indicator	Unit	KB Apatit	Apatit	BB of Apatit	Metachem	Total
Total number of grievances about labor practices per year	units	43	2	0	1	46
Number of grievances about labor practices addressed per year	units	31	0	0	0	31
Number of grievances about labor practices resolved per year	units	12	2	0	1	15

SUB-CATEGORY: SOCIETY

Aspect: Anti-corruption

G4-SO3		Percentage and total number of business units analysed for risks related to corruption.	100%. Security and internal auditing services do regular monitoring of corruption-related risks.	No
G4-SO4		Communication and training on anti-corruption policies and procedures.	Apatit's employees strictly adhere to the Anti-Corruption Policy, Regulations on Conflicts of Interest, and the Code of Ethics. Upon employment, candidates study these documents and sign an agreement to comply with the respective requirements. Apatit organises employee training and tests on anti-corruption legislation. The company's contractor agreements now include an anti-corruption provision. It also approved and implemented hotline procedures. Apatit's employees sign a standardised statement on conflicts of interest. Their job descriptions have been updated with anti-corruption provisions. The company has set up the Commission on Fraud, Corruption and Conflicts of Interest.	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Compliance				
G4-SO8		Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	During the reporting period the company has not been subject to any material fines or non-financial sanctions.	No
SUB-CATEGORY: PRODUCT RESPONSIBILITY				
Aspect: Customer health and safety				
G4-PR1		Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and categories of service subject to such procedures.		No

LIFE CYCLE STAGES IN WHICH HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES ARE ASSESSED FOR IMPROVEMENT, AND PERCENTAGE OF SIGNIFICANT PRODUCTS AND SERVICES CATEGORIES SUBJECT TO SUCH PROCEDURES

All products, whether new or traditionally produced, are registered and certified pursuant to the Russian laws and the laws of any country where they are marketed. Nearly all kinds and grades of the Company's products are exported to a variety of countries worldwide, including the EU, so they are registered in accordance with REGULATION (EC) No. 1907/2006 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH). During the registration, each product passes identification tests and undergoes classification in accordance with REGULATION (EC) No. 1272/2008 on classification, labelling and packaging of substances and mixtures, Regulation (EU) 2015/830 and Annex II to Commission Regulation (EC) 1907/2006 (REACH). Based on the test results and the knowledge about the possible uses of the products, the Company creates exposure scenarios, safe use and storage recommendations, emergency instructions and safety data sheets (SDS). The knowledge about hazardous substances is used when creating new technologies and products, and when choosing source components for their production. The nature of developing and producing new kinds of mineral fertilizers, which are the basis of the Company's product portfolio, requires that their effects be assessed at nearly all life cycle stages.

	Status
Development of product concept	+
R & D	+
Certification	+
Manufacturing and production	+
Marketing and promotion	-
Storage, distribution and supply	+
Use and service	+
Disposal, reuse, or recycling	+

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
G4-PR2		Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by types of outcomes.	In the reported period the Company did not uncover any incidents of non-compliance with regulations and voluntary codes.	No

Aspect: Product and service labeling

G4-PR3		Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.		No
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TYPE OF PRODUCT AND SERVICE INFORMATION REQUIRED BY PROCEDURES, AND PERCENTAGE OF SIGNIFICANT PRODUCTS AND SERVICES SUBJECT TO SUCH INFORMATION REQUIREMENTS.

Safety data sheets created by the Company are based on the Russian legislation, include information on the properties of the substances contained in the Company's products, and conform with the requirements of interstate standard GOST 30333-2007, which in turn complies with the recommendations of UN ST/SG/AC.10/Rev.1 (Globally Harmonized System of Classification and Labelling of Chemicals (GHS)). Warning information is placed on product labels, pursuant to GOST 31340-2007: Labelling of Chemicals. General Requirements, which conforms with the recommendations of UN ST/SG/AC.10/Rev.1 (Globally Harmonized System of Classification and Labelling of Chemicals (GHS)).

REGULATION (EC) No. 1907/2006 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), Regulation (EU) 2015/830 and Annex II to Commission Regulation (EC) 1907/2006 (REACH) stipulate that safety data sheets are mandatory for the products classified pursuant to REGULATION (EC) No. 1272/2008 on classification, labelling and packaging of substances and mixtures.

	Status
The sourcing of components of the product or service	-
Composition, particularly with regard to substances that might produce an environmental or social impact	+
Safe use of the product or service	+
Disposal of the product and environmental/social impacts	+
First aid measures	+
Emergency mitigation measures	+

G4-PR4		Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by types of outcome.	In the reported period the Company did not uncover any incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling.	No
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Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
G4-PR5		Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	<p>In its relations with buyers, PhosAgro sticks to a customer-oriented approach. We are a B2B company, so we organise work with complaints in a structured way. After receiving a complaint, we register it, collect all relevant information, and pass it on to an external controller. It is then sent to technical experts for their feedback. We analyse the garnered data and take measures to prevent similar complaints going forward. If customer feedback is classified as a grievance, we identify the matter being grieved (product or packaging quality, rolling stock condition, etc.) and develop remedial actions. Our experts can also visit the customer to obtain all necessary information on-site.</p> <p>The issues underlying customer feedback and grievances are structured, counted (including as a percentage of the total number of grievances) and benchmarked against a historical period. Results of customer feedback analysis are reflected in the annual Management System Performance Report. The effectiveness of remedial actions is assessed based on their results, the criterion being the reduction in the number/percentage of grievances for the reporting period.</p>	No
Aspect: Compliance				
G4 PR7		Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	Not identified.	No
G4-PR9		Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	In the reported period there were no significant fines imposed on the Company for non-compliance with laws and regulations.	No
SUB-CATEGORY: HUMAN RIGHTS				
Aspect: investment				
G4-HR1		Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	Not applicable.	No
G4-HR2		Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	The Company does not provide training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.	No
Aspect: non-discrimination				
G4-HR3		Total number of incidents of discrimination and corrective actions taken.	Not identified.	No
Aspect: freedom of association and collective bargaining				
G4- HR4		Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.	Not identified.	No

Indicator	Level of disclosure	Indicator description	Location (or disclosure made in the table)	External assurance
Aspect: Child labor				
G4-HR5		Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Not identified.	No
Aspect: Forced or Compulsory Labor				
G4-HR6		Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Not identified.	No
Aspect: Security practices				
G4-HR7		Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.	Not applicable.	No
Aspect: Indigenous Rights				
G4-HR8		Total number of incidents of violations involving rights of indigenous peoples and actions taken.	Not identified.	No
Aspect: Assessment				
G4- HR9		Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	Not applicable.	No
Aspect: Supplier Human Rights Assessment				
G4-HR10		Percentage of new suppliers that were screened using human rights criteria.	Not applicable.	No
G4- HR11		Significant actual and potential negative human rights impacts in the supply chain and actions taken.	Not identified.	No

Names of legal entities used

PJSC PhosAgro

PhosAgro

JSC Apatit

Apatit

Kirovsk branch of JSC Apatit

KB of Apatit

Balakovo branch of JSC Apatit

BB of Apatit

JSC Metachem

Metachem